EVALUATING WORKPLACE HEALTH PROGRAMS From Research to Practice

KEY FINDINGS

The likelihood of delivering the best possible performance in the workplace and controlling health care expenditures is heightened by optimal health and evidence-based interventions.

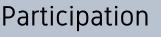
Source: CDC Workplace Health in America Survey 2017

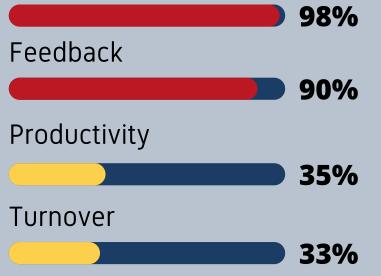


23% of worksites collect data to evaluate program success

25% of worksites collect data to decide which programs to offer

50% of worksites desired training on how to plan, implement, and evaluate their program





IT'S ALL ABOUT DATA

Participation and feedback were most commonly measured; productivity and turnover were least measured.

SHAPE EFFECTIVE

To hyper-personalize ask the

PROGRAMS

Attract and retain with hyper-personalization and whole-person health.

Develop and enhance programs based on social, physical, mental, financial and familial health of employees.

Communicate strategically to inform and engage.

Evaluate where you are lacking or leading.

following questions:

Does this program resonate with our population?



Does this solve for a top driver of our utilization, costs, or employee experience?





Is there a potential cost-benefit or improvement in clinical outcomes associated with this program?

ARE THE PROGRAMS WORKING?

Evaluation begins with measurable, strategic goals which establish early key performance indicators (KPIs).

Progress toward these goals provides initial indicators of success.

PLAN TO MEASURE

Refine the strategy to include measurable goals

TRACK PERFORMANCE

Track progress and continuously improve the strategy

DEMONSTRATE VALUE

Steps 1 and 2 provide a definitive path to demonstrate the value

Learn more about evaluating workplace health programs at www.ibiweb.org/workplacehealthprograms.

